



FACTORS AFFECTING EMPLOYEE JOB PERFORMANCE IN RANHILL SAJ SDN
BHD

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JULY 2019

DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”**

I, Siti Nuradlina Binti Jamaludin, (I/C Number: 960314016530)

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

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LETTER OF SUBMISSION

8th JULY 2019

EXAMINER OF PROJECT PAPER

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DEAR SIR,

SUBMISSION OF PROJECT PAPER (HRM662)

Attached is the project paper titled “ **FACTOR AFFECTING EMPLOYEE JOB PERFORMANCE IN RANHILL SAJ SDN BHD**” to fulfill the requirement as needed by the Faculty of Business Management, University Technology MARA.

Thank you

Yours sincerely,

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Bachelor of Business Administration (Hons) Human Resource Management

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ABSTRACT

Job performance has been one of the most primary dependent variable that many researchers studied for a long decade. This study focused to examine factor that influence to employee job performance in Ranhill SAJ Sdn Bhd in Segamat district. Out of 175 of total employee, 118 employee that work in Ranhill SAJ Sdn Bhd in Segamat district has been selected as a sample size in this study. The objective of this research is to examine the correlation between organizational communication, training and development and workplace environment with employee job performance and to identify the rank of the dominant factor that influence to the job performance of employee in Ranhill SAJ Sdn Bhd. In this study the researcher use convenient sampling technique and a total of 118 questionnaire survey was distributed. Pilot study was done as a test, and it was found that the internal consistency reliability of the measure used in the pilot study is acceptable. The researcher use Statistical Package for Social Sciences (SPSS) to process the data. The result of the data analysis have also concluded the four research objectives. The data shows that the hypothesized is accepted and the strenght of the correlation between organizational communication, training and development and workplace environment with employee job performance has moderate and positive relationship. Furthermore, training and development is found to have the highest significant relationship on job performance followed by organizational communication and then workplace environment.